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**From:** [Personal Security Detail / Ex. 6]@epa.gov  
**Sent:** 8/2/2019 12:09:27 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** Do you really field comments from staff about general employee matters?

Dear Ms. Vizian,

About a month ago I went to a meeting where the head of the AFGE local—a very dynamic and inspiring speaker—told everybody that we should contact you about what we think about proposed changes to work schedules etc. (I am not even represented by AFGE.) I recall thinking to myself that it would be a good idea for EPA to have someone interested in learning what people think. Since your name often appears on emails about surveys, this seemed believable. While unions do what they do, it does make sense for management to also talk to employees about these things.

If he was wrong, please let me know or (possibly refer me to the name he should have given out). If he was right, I would like to tell you my thoughts about maxi-flex and time reporting issues, based on my experience at EPA (since 1979). I am not entirely unsympathetic to some of the changes made to the AFGE contract, but I think a few changes may have missed the mark. Phone or in-person work for me (if you are in Federal Triangle).

Best regards,

[Personal Security Detail / Ex. 6]

**Personal Security Detail / Ex. 6**

Phone: [Personal Security Detail / Ex. 6]

## Message

**Sent:** 7/8/2019 2:26:23 PM  
**To:** OMS-All [OMS-All@epa.gov]  
**Subject:** New AFGE Contract

Dear Colleagues,

This is to inform you that a new Contract has been implemented for AFGE bargaining unit employees at EPA as of today – July 8, 2019. **Deliberative Process / Ex. 5** to provide you with more information. If you are a NTEU bargaining unit employee or non-bargaining unit employee, please feel free to attend, but the focus of the meeting is the new AFGE contract.

**Background:**

- The Agency has been in contract negotiations with AFGE since 2010. In 2016, after reaching a tentative agreement with the union on 5 articles, the union voted down the Contract through its ratification process. This failure to ratify the Contract sent the parties back to the negotiation table. After years of subsequent litigation, in May 2018, the Agency sent notice to AFGE that the Contract needed further updates, and therefore EPA was opening the full Contract. EPA has since attempted to bring AFGE to the bargaining table for more than a year, however AFGE has declined to negotiate the new Contract. On June 24, 2019, the Agency informed AFGE that it would implement the new Contract on July 8, 2019. AFGE has maintained that it will not negotiate the full Contract. Therefore, given the Union's refusal to negotiate, the Agency implemented the Contract today.

**General Information:**

- This Contract only impacts AFGE bargaining unit employees. All non-AFGE employees (e.g., non-bargaining unit or other union employees) are not impacted by this change.
- It is incumbent on all Agency employees – managers, supervisors and employees alike – to understand and implement the provisions of this Contract, so I encourage you all to read it and understand its effects.
- Please note that there will be new forms for telework, work schedules and official time.
- Your supervisor will be in touch with you regarding direct impacts.

**Telework/Work Schedules:**

- The articles contain terms that will likely impact the majority of staff. Please ensure that you read and become familiar with the terms of these articles.
- Managers and employees are required to comply with the provisions in these articles as soon as possible, but absolutely no later than the pay period beginning August 4, 2019.

**Performance Management:**

- EPA's 5-tier performance rating structure has not changed per this Contract. As such, you will remain on your current PARS agreement. If there are any changes to this, management will provide more information later in the performance cycle.

**Union Representative Official Time:**

- If you are a union representative, please pay close attention to the new requirements regarding the process for requesting, using and reporting official time.

**Conclusion:**

We recognize that this will be a tough transition for the Agency and appreciate your support and patience as we move forward with the implementation of this Contract. If you have specific questions about the implementation or the language in the Contract, please contact your immediate supervisor or your union representative.

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Please Rescind Recent Document Sent to AFGE

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 3, 2019 at 10:25:35 AM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Cc:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Please Rescind Recent Document Sent to AFGE

Dear Ms. Vizian,

I am requesting you use any and all efforts possible to rescind the document recently sent to AFGE titled "Collective Bargaining Agreement." Having worked at EPA for over 20 years and an equal amount of time in private industry and some state government I have experienced some exceptionally high quality leadership teams and some leaders who had one foot in the cesspool. The document in question unfortunately is moving EPA's leadership to the low end of what I have experienced. Over the last few years, I have witness the efficiency of EPA staff generally decrease to 'I'll do my job' instead of 'I'll do the best job possible.' Any remaining thread of quality in the work by EPA staff is due to the desire to serve our customers – the public and our regulated industries. Respect for our leadership has been eroding away and continually is being reduced as a driver for quality or efficiency.

- Nowhere have I been able to find any dictionary definition which would support calling the recent document an 'Agreement.'
- When the document was delivered and the potential implementation date, I suspect is one of the two or three periods in the year when the largest amount of employees may be on leave and may not be able to either review or respond to this document.
- How the document was communicated to EPA staff, if there was any plan to communicate with EPA staff.

The above three items alone send a very strong message in the lack of respect EPA's leadership has for the staff of EPA.

To begin discussing, the actual content of the document would almost be a joke. I respect your intelligence and common sense to realize the contents are so far removed from reasonable terms for any relationship between an organization and it's workers. These dictates are not a step forward or even adjustments to any current or tentative agreements in play, they are major reversals of EPA's employees abilities to effectively work with EPA leadership, be fairly appraised of their performance, or maintain a modern work-life balance.

In closing, again I implore you to immediately have this document rescinded and communicate with EPA staff of your actions and of any future plans EPA senior leadership intends to undertake in regards to working with the AFGE to put in place a mutually reached Collective Bargaining Agreement.

“Whoever is careless with the truth in small matters cannot be trusted with important matters.”  
Albert Einstein

**Personal Security Detail / Ex. 6**

TRI Explorer, TRI Analyzer (& [TRI.Net](#) - Now Retired)

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Implementation of new AFGE contract (8 July)

Begin forwarded message:

**From:** "Thomas, Deb" <[thomas.debrah@epa.gov](mailto:thomas.debrah@epa.gov)>  
**Date:** July 8, 2019 at 12:49:18 PM MDT  
**To:** "Vizian, Donna" <[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)>  
**Subject:** Fwd: Implementation of new AFGE contract (8 July)

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 8, 2019 at 11:22:03 AM MDT  
**To:** "Thomas, Deb" <[thomas.debrah@epa.gov](mailto:thomas.debrah@epa.gov)>  
**Cc:** "Copt, Britta" <[Copt.Britta@epa.gov](mailto:Copt.Britta@epa.gov)>  
**Subject:** RE: Implementation of new AFGE contract (8 July)

Hello Deb:

I'm submitting several observation ahead of today's All-hands meeting regarding the contract.

1. Below you mention that the Agency is unilaterally imposing the contract after failed negotiations. The Federal Service Labor-Management Relations Statute (the Statute) section 7119 establishes the process to resolve negotiation impasses. There is no mention of the Federal Services Impasses Panel of the resolution of the impasse.
2. On Article 1, Section 1.B the Agency made reference to the Statute to say that it can only deal with one representative. The Statute in section 7114(b)(2) does not limit the negotiators to just one person. More than that, the way I read this means that the Agency does not want collaboration in general. To perform my job

as an RPM, I consult with my co-workers on a regular basis. They attend meetings, are part of email chains and become key in certain aspects of the Superfund process. My work product is better because of the various collaborators I have.

3. Article 1, Section 2 has a longer list of excluded employees than that in the Statute section 7112. Why does the Agency wants to curtail the Statute right to that more employees than those listed in the Statute?
4. Article 2, Section 2 prohibits the use of official time pretty much for anything but I want to bring your attention to grievances. The imposed contract section is in direct contradiction of the Statute section 7121(b)(1)(C) and §7131(d). A similar argument follows for Section 3 of the article.
5. Union time rate sends the message that we, as employees, are valued at only one hour. If a problem arises, we only get an allotment of 60 minutes. It sends a strong message about what we mean to the Agency and is in direct contradiction of the supportive messages sent every so often, with the EVS as most recent example of language that says that we count.
6. Article 2, Section 6 does not provide for a timely response from Agency officials. Further in the imposed contract are the procedures for the grievance procedure. There is a time limit in the procedure that will be directly impacted by the limitations imposed in this section.
7. Article 3, in its totality, is directly against the Statute section 7102. By preventing the Union from a presence in the building, alongside with the curtailment of time to represent an employee, the Agency is violating the express intent of this section of the Statute.

I did not continue looking at the contract. My purpose is just to show you how negative it is for our relations. If you can,

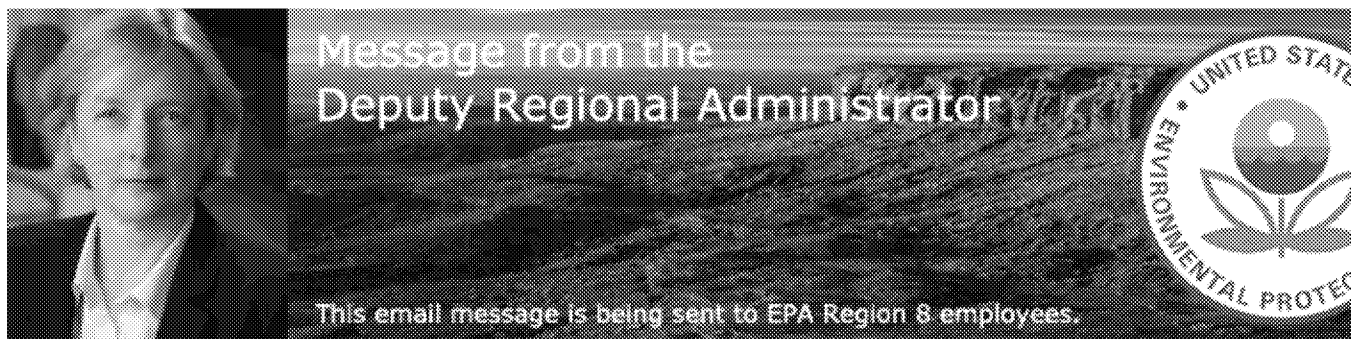
please have some answers to them for today's meeting.  
More than that, however, is for you to pass this on to HQ.

Thanks. See you this afternoon.

## Personal Security Detail / Ex. 6

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**From:** R8 Mass Mailer  
**Sent:** Monday, July 8, 2019 08:50  
**To:** R8 All Employee <[R8\\_All\\_Employee@epa.gov](mailto:R8_All_Employee@epa.gov)>  
**Subject:** Implementation of new AFGE contract (8 July)



Dear Colleagues,

This is to inform you that a new Contract has been implemented for AFGE bargaining unit employees at EPA as of today – July 8, 2019. We will have an all-hands meeting at 2:30 pm today, July 8, 2019, to provide you with more information.

**Background:**

- The Agency has been in contract negotiations with AFGE since 2010. In 2016, after reaching a tentative agreement with the union on 5 articles, the union voted down the Contract through its ratification process. This failure to ratify the Contract sent the parties back to the negotiation table. After years of subsequent litigation, in May 2018, the Agency sent notice to AFGE that the Contract needed further updates, and therefore EPA was opening the full Contract. EPA has since attempted to bring AFGE to the bargaining table for more than a year, however AFGE has declined to negotiate the new Contract.

On June 24, 2019, the Agency informed AFGE that it would implement the new Contract on July 8, 2019. AFGE has maintained that it will not negotiate the full Contract. Therefore, given the Union's refusal to negotiate, the Agency implemented the Contract today.

**General Information:**

- This Contract only impacts AFGE bargaining unit employees. All non-AFGE employees (e.g., non-bargaining unit or other union employees) are not impacted by this change.
- It is incumbent on all Agency employees – managers, supervisors and employees alike – to understand and implement the provisions of this Contract, so I encourage you all to read it and understand its effects.
- Please note that there will be new forms for telework, work schedules and official time.
- Your supervisor will be in touch with you regarding direct impacts.

**Telework/Work Schedules:**

- The articles contain terms that will likely impact the majority of staff. Please ensure that you read and become familiar with the terms of these articles.
- Managers and employees are required to comply with the provisions in these articles as soon as possible, but absolutely no later than the pay period beginning August 4, 2019.

**Performance Management:**

- EPA's 5-tier performance rating structure has not changed per this Contract. As such, you will remain on your current PARS agreement. If there are any changes to this, management will provide more information later in the performance cycle.

**Union Representative Official Time:**

- If you are a union representative, please pay close attention to the new requirements regarding the process for requesting, using and reporting official time.

**Conclusion:**

We recognize that this will be a tough transition for the Agency and appreciate your support and patience as we move forward with the implementation of this Contract. If you have specific questions about the implementation or the language in the Contract, please contact your immediate supervisor or your union representative.

Deb Thomas  
Deputy Regional Administrator  
EPA, Region 8



## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** [Redacted]  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Seeking your help regarding the proposed new employee contract

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 3, 2019 at 3:53:53 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Seeking your help regarding the proposed new employee contract

Dear Ms. Vizian,

I am an EPA employee with 26 years of federal service, committed to the mission of the Agency and to serving our great country. As a civil servant I have also benefited from and have deep appreciation for the fair labor conditions that I have experienced in my career to date.

I am writing to share my concern with EPA management's intention to impose an employee contract that was developed without input from or negotiation with the EPA unions. I am hopeful that you will intervene on behalf of employees to help find a better path forward.

I am sure you agree that EPA employees are dedicated, hardworking, and committed to our mission of protecting human health and the environment. This imposed contract is un-fair and another blow to employee morale. The government has limited options for retaining employees at higher GS levels due to limits in allowable pay raises. Telework is one benefit that the government can offer to its employees, of great value to those living in high traffic metropolitan areas. Reduction in the ability to telework seems counter to the trend in many large organizations, especially those with space challenges like EPA may be facing soon when Potomac Yard is closed and we will need to consolidate space at Federal Triangle. It is also disconcerting that this imposed contract includes provisions that will dramatically limit the ability of union representatives to represent their members effectively on all staff related matters.

It would be helpful to understand what standard practice is for updating federal labor bargaining agreements, how this contract came about, and why variances in the standard approaches are being taken at this time. Staff would also benefit from learning what current labor agreements across the federal government include, and the reasons that these specific changes are being suggested at this time.

Ms. Vizian, we deserve better and I reach out to you to stand up for us. Please halt this imposed contract and help us find a better way forward together.

Sincerely,

[Redacted]  
**Personal Security Detail / Ex. 6**

# **Personal Security Detail / Ex. 6**

Message

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**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: AFGE

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 8, 2019 at 12:19:37 PM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** AFGE

Dear Ms. Vizian,

I am an EPA employee with (28 years) of federal service. I believe in our mission and I work hard to do my part in supporting our agency's mission. I came to EPA because I am a scientist and I was extremely impressed with the work that EPA was doing and wanted to be a part of that mission. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency but these were external attacks. I cannot believe that our leaders think so little of agency employees that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. These actions can have no aim other than to instill fear, force us into submission and crush our spirit! What have we done to deserve such disdain from our leaders? We are human beings but are being treated like mere subjects. What is done to one of us, ultimately affects all of us. Ms. Vizian we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

Sincerely,

**Personal Security Detail / Ex. 6**

Message

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**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]

**Sent:** **Federal law prohibits disclosure / Ex. 3**

**To:**

**Subject:** Fwd: Frequently Asked Questions

**Federal law prohibits disclosure / Ex. 3**

**From:** Vizian, Donna

**Sent:** Monday, July 15, 2019 5:16 PM

**To:** OMS-All <OMS-All@epa.gov>

**Subject:** Frequently Asked Questions

Hi Everyone,

This message is specifically for AFGE Bargaining Unit employees. I am providing a link to frequently asked questions on the new contract:

<https://intranet.epa.gov/ohr/emprelations/bargainingagreement.htm>. EPA is providing this document with its interpretations of the Agreement for the convenience of AFGE Collective Bargaining Unit employees. If you have any concerns about the information provided, please contact you union representative.

Best,

Donna

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: AFGE Bargaining Agreement - Request to reconsider

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 <@epa.gov>  
**Date:** July 3, 2019 at 3:18:25 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** AFGE Bargaining Agreement - Request to reconsider

Dear Ms. Vizian,

I am an EPA employee with close to 12 years of federal service, three of which were served as a Peace Corps volunteer. I also have close to 4 years at the state of New Mexico serving to protect our air quality. I believe in our mission and I work hard to do my part in supporting our agency's mission. I came to EPA to realize my personal and professional goals of environmental protection and sustainability and to do so in our nation's capital.

I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that is being proposed. This bargaining agreement virtually eliminates telework, threatens our careers, and kneecaps our union representatives. I question why such a proposal is even being considered in such times when we need to collaborate and be agile in our approaches. With Potomac Yards moving to DC, it seemed as if the future would see more space sharing and smaller workspaces to fit all employees at headquarters. I urge you to reconsider the benefits we have had to date and the value they bring to employees in creating more work-life balance. Commutes including mine are typically an hour and the time afforded me and my family is treasured immensely. As the agreement states, not all work is equal and for some individuals such a hard line would be unnecessary and seem penalizing after such outstanding service.

Ms. Vizian EPA employees deserve better and I reach out to you to stand up for us. I appreciate you considering a renegotiation of the agreement.

Thank you,

**Personal Security Detail / Ex. 6**

Message

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**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** 7/16/2019 12:17:23 PM  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Re: Frequently Asked Questions

Thanks.

On Jul 16, 2019, at 8:05 AM, **Federal law prohibits disclosure / Ex. 3** wrote:

## **Federal law prohibits disclosure / Ex. 3**

Hi Everyone,

This message is specifically for AFGE Bargaining Unit employees. I am providing a link to frequently asked questions on the new contract:

<https://intranet.epa.gov/ohr/emprelations/bargainingagreement.htm>. EPA is providing this document with its interpretations of the Agreement for the convenience of AFGE Collective Bargaining Unit

employees. If you have any concerns about the information provided, please contact you union representative.

Best,  
Donna



## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Anti-Employee Contract About to be Imposed on AFGE

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 3, 2019 at 3:08:30 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Cc:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Anti-Employee Contract About to be Imposed on AFGE

Dear Ms. Vizian,

I am an EPA employee with 10 years of federal service. I came to EPA because I believe in its mission and in service to our country. I also believe the Federal Government would treat employees fairly.

I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. My union, AFGE, sent us a notification that EPA management intends to impose a draconian employee contract that was not negotiated by the union. I am hopeful that you will intervene on behalf of employees to halt this unilateral, non-negotiated contract that is about to be imposed upon us.

I am sure you agree that EPA employees are dedicated, hardworking, and committed to our mission of protecting human health and the environment. EPA and its employees have watched our workforce be reduced to an all-time low. Unfortunately, we have also endured a series of scandals that do not reflect well on the agency or its employees. This imposed contract – it is not an agreement – is un-fair and another blow to employee morale.

It is disconcerting that EPA's management supports this imposed contract that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. It is hard for me to understand why EPA's management has decided to impose this contract. It appears to be trying to enact the anti-workforce executive orders that the courts have already overturned. I am curious to know how this contract came about, and would appreciate any information you can provide in this regard.

Ms. Vizian, we deserve better and I reach out to you to stand up for us. Please halt this imposed contract.

**Personal Security Detail / Ex. 6**

Message

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**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: AFGE Draft Bargaining Unit Agreement Concerns

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** <[redacted]@epa.gov>  
**Date:** July 3, 2019 at 3:03:00 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** AFGE Draft Bargaining Unit Agreement Concerns

Donna Vizian  
Principal Deputy Assistant Administrator  
Office of Mission Support

Dear Ms. Vizian,

While I am not a dues paying member of AFGE, AFGE is my assigned bargaining unit, and as such I have come to learn that I will be affected by changes to the AFGE collective bargaining agreement. I am hoping you will delay finalization of the draft revised agreement so that there is time and opportunity for meaningful negotiations with AFGE and your fellow coworkers. In my brief skim of the draft document, I was struck by the fact that there has not been time for meaningful consideration of the ramifications of revised telework restrictions and other espoused agency and government priorities such as emergency preparedness and continuity of operations. I also think that some of the communication restrictions placed on AFGE will make it difficult for those of us binned in this bargaining unit to stay informed about policies that affect us.

Respectfully,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: Regarding the Proposed Management Directive Against AFGE

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 5, 2019 at 4:01:14 PM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Regarding the Proposed Management Directive Against AFGE

Ms. Vizian,

I recently learned about a proposed unilateral management antiemployee directive that EPA intends to impose on the AFGE Bargaining Unit. This is not a Collective Bargaining Agreement, because that would require agreement between two parties, and AFGE did not agree. **I am asking that you and senior managers choose NOT to implement the management directive that has been proposed against AFGE.**

This new unilateral directive from EPA management will negatively affect employee morale and quality of work life. It will also cause resentment among staff and negatively affect productivity. The agency's mission is supposed to be protecting the environment and human health. EPA needs its resources, especially productive staff, to accomplish that mission. Healthier, happier staff make it easier to achieve goals. However, this new unilateral management directive against AFGE Bargaining Unit employees is unfair and counterproductive to the agency mission.

This proposed management directive against AFGE creates different standards of treatment between bargaining units—it prevents AFGE Bargaining Unit employees from being allowed the same benefits as NTEU employees. That will cause discord between coworkers. My branch includes staff who fall under both Bargaining Units, AFGE and NTEU. My supervisor tries to treat us fairly, applying rules uniformly, regardless of Bargaining Unit. However, this new management directive against AFGE will require him to be more strict with AFGE staff, which is unfair. As employees, we do not get to choose which Bargaining Unit we fall under, so we should not be punished by unfair labor practices when policies are not applied uniformly across the workforce.

I am also concerned with proposed new restrictions on AFGE Bargaining Unit employees with regards to the Maxiflex work schedule. Currently, Maxiflex allows a regular tour of duty from 6:00 AM to 7:00 PM. This new proposed management directive shortens that to 6:00 AM – 6:00 PM. That restriction favors early birds, but works against people who are more productive during quiet time at the end of the day, or who want to avoid commuting congestion by coming in later and leaving later. It also means that anyone using Maxiflex to mimic a compressed 9 hour day schedule (with added flexibilities) would not be allowed to arrive later than 8:30 AM in order to depart by 6:00 PM. That removes a lot of the flexibility of Maxiflex.

I was attracted to a Maxiflex schedule because it was the only work schedule that allowed the schedule that I wanted: 9:00 AM – 6:30 PM. I am not a morning person, and I'm in meetings most of the day. The time that I am most productive on individual tasks are later in the afternoon when I don't have

meetings, and many others have left for the day. That provides uninterrupted time to concentrate without distractions. It also gives me more time to communicate with my contractors, EPA, and states who are in Mountain Time Zone or Pacific Time Zone. So, this new restriction requiring that I end my day at 6:00 PM will make me less productive. Having to stop working in the middle of a task in order to leave at 6:00 PM, when it would have been easy to complete the task that day rather than to start it back up the next day, is inefficient.

The proposed Telework restrictions in this new management directive against AFGE are also unfair. NTEU employees are allowed to have regular telework of 2 days per week and also have a compressed day off. So, restricting AFGE Bargaining Unit employees to 1 regular telework day a week **IF** they do not have a regularly scheduled day off during that week is unfair. I consider my branch to be a high performing branch. We are just as productive when teleworking, sometimes more so, as when we are in the office. In addition, we have a staff member with a long commute (4-5 hours round trip) who accepted her position with the understanding and agreement that she would be allowed to telework two days a week. So, implementing a rule that requires AFGE Bargaining Unit employees to be in the office 4 days a week may result in the loss of a high quality, hard working staff member with important institutional knowledge, if she decides to leave rather than submit to this new unfair restriction. Implementing a policy that only affects part of the work force will create strife between staff of the different bargaining units.

In addition, I am affected by the Metro Summer Shutdown due to the Platform Improvement Project. This 3.5 month long project has increased my daily commute times. Therefore, I went on a regular telework agreement of 2 days of telework per week. Since I'm on Maxiflex, that allows me to work longer on my telework days and shorter days when I'm in the office to reduce the impact of the extra commute time on my daily life. These proposed restrictions on telework and Maxiflex tour of duty hours will make it difficult for me to work a full schedule without eating into my Annual Leave. I should not have to use Annual Leave to combat long-term Metro construction inconveniences. Similar Metro Platform Improvement Projects are planned for the next two summers, so this will be a recurring issue for various employees over time.

I am also concerned with the limitations on filing grievances and the proposed changes to Performance, as related to Addressing Unacceptable Performance. I am fortunate that I currently have a supervisor who is fair, and who recognizes employee achievements. However, that is not always the case. One of my co-workers related a story that happened to her when she was in a different office at EPA. She had a supervisor who was against women in the workplace, and felt they shouldn't speak up in meetings. He consistently gave all the women in his work unit poor performance ratings. Gender bias in performance ratings is against the rules. However, if this proposed new management directive against AFGE Bargaining Unit employees had been in place at that time, she and all of her female coworkers could have been fired within 30 days due to a supervisor bias, particularly since this new management directive prevents employees from filing a grievance against an unfair performance rating. While some changes may need to be made to deal with unacceptable performance, preventing someone from filing a grievance and allowing the supervisor to fire someone within 30 days removes too many protections. It essentially allows supervisors to fire people at will, with no repercussions even when the supervisor is the one at fault.

**In summary, I hope you and the senior managers will NOT implement the proposed unilateral management directive against AFGE.** It will cause stress, decrease employee morale, and reduce efficiency and productivity. It results in unfair standards by applying stricter rules to AFGE than NTEU, which will cause conflict between employees of the different bargaining units. We're supposed to be One EPA, working to help protect the environment and human health. It is difficult to accomplish our agency's mission when our focus is divided and we have to deal with management directives against employees. Managers should be working to support employees in accomplishing our mission, not tearing us down with unfair and unreasonable directives.

Thank you for your consideration.

## **Personal Security Detail / Ex. 6**

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** [Redacted]  
**To:** [Redacted] **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: AFGE Collective Bargaining Agreement  
**Attachments:** 6-24-2019 - AFGE-EPA Collective Bargaining Agreement.docx; ATT00001.htm

Begin forwarded message:

**From:** [Redacted] **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 2, 2019 at 4:35:03 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Cc:** [Redacted] **Federal law prohibits disclosure / Ex. 3**  
[Redacted] **Federal law prohibits disclosure / Ex. 3**  
**Subject:** AFGE Collective Bargaining Agreement

Donna,

I'm writing you as a fellow EPA employee to encourage you **NOT to** unilaterally replace the AFGE 2007 MCBA with the attached contract. I have worked at EPA for 32 years and enjoy my job. I strongly believe in the Agency's mission to protect human health and the environment. I'm very concerned the attached contract, if imposed, will severely affect the Agency's ability to achieve its mission. Good people will retire before they want to or leave for jobs that offer a better work-life balance. It will also make it harder for the Agency to recruit and hire new employees.

This new contract will also have a big negative impact on the quality of my work life. I have taken advantage of the workplace flexibilities provided by the 2007 MCBA and other existing agreements by working a Maxiflex schedule to have a day off every week and teleworking 2 days per week. On days I come into the office, I carpool and have a 1.5 hour commute in the morning and 2 hour commute in the evening. Teleworking saves me 3.5 hours a day commuting! My work is completely portable – I can do everything from my flexiplace location that I can in the office. I'll be eligible for retirement in less than 2 months. If I have to come into the office 4 days per week, I'll probably retire even though I'd prefer to keep working here.

It makes me very sad to think we've come to the point where the Agency would consider imposing this contract on all AFGE bargaining unit employees. I know EPA management and the Union have had their differences over the years, but they've always negotiated and worked together to come up with an agreement that both parties could live with. Please withdraw this document and return to the bargaining table with AFGE to produce an agreement we can all support or at least live with.

Thank you for your time and consideration.

[Redacted]  
**Personal Security Detail / Ex. 6**

**Federal law prohibits disclosure / Ex. 3**

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Collective Bargaining

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** <[redacted]@epa.gov>  
**Date:** July 2, 2019 at 4:08:01 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Collective Bargaining

Donna:

As an AFGE bargaining unit employee with 32 years at the Agency, I am dismayed and outraged by the following provisions management plans to impose on EPA employees:

- Allow management to unilaterally exclude employees from telework, disrupting their lives and schedules
- Prevent AFGE from providing fair representation to employees by slashing the amount of time union representatives can spend representing employees by 75%
- Limit employees' access to their union representatives by evicting union representatives from the office space currently provided by the Agency
- Eliminate many memorandums of understanding and supplemental agreements used to enforce employment laws and policies at the worksite
- Impose the contract terms for seven years

These arrangements reek of plutocracy and must not be tolerated. The Agency is hijacking the collective bargaining process to enforce illegal provisions that will make it harder for EPA employees to do their jobs. Please work with the Office of the Administrator to negotiate with AFGE to produce a collective bargaining agreement this is both fair and impartial.

Thank you.

**Personal Security Detail / Ex. 6**



## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Stop the Unilateral Anti Employee Agreement!

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 2, 2019 at 2:33:24 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Stop the Unilateral Anti Employee Agreement!

Dear Ms. Vizian,

I am an EPA employee with 30 years of federal service; including Active Duty Navy, Navy Reserves, 2 years of Civil Service with Naval Legal Office, San Francisco and San Diego and finally 14 years at the EPA

I believe in our mission and I work hard to do my part in supporting our agency's mission. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency but these were external attacks. I cannot believe that our leaders think so little of us that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. These actions can have no aim other than to instill fear, force us into submission and crush our spirit! What have we done to deserve such disdain from our leaders? We are human beings but are being treated like mere subjects. Ms. Vizian we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

I am also wondering why the EPA negotiated with the NTEU union and were not disrespected and reached an agreement maintaining the very same rights that are now being stripped from AFGE members. Why didn't EPA sign the points of the contract they agreed on with the AFGE union and continue to enter into arbitrations with AFGE officials? It's like EPA is throwing out the baby with the bathwater. By taking away AFGE members rights you've gutted the hard working AFGE Members. One of the rights being taken away is the ability for an employee to Grieve. Not having the Grievance Process is only going to cause problems for the continuity of the EPA mission. I realize that AFGE Member are not all perfect but they are given an opportunity to improve through the Grievance process and mend/improve the relationship with the manager, making them a more productive employee. By eliminating the Grievance Process will be opportunity for actions a few managers who have gotten way with their unfair practices and bullying of certain individuals for the wrong reasons (race, ethnicity, age, etc.). The only recourse the AFGE members will have is to file an EEOC Complaint to grieve unfair treatment and/or discrimination which could have been worked out through the Grievance Process with the AFGE Union Contract. The EEOC Complaint process is costly with the investigation, the loss of time, and at the end if the EPA loses it cost money from an

already tight budget. Working at the EPA will be like working in the factories in countries with dictatorships – treated like slaves – paying what they want, working many hours when they want, no such thing as overtime, stifling building with unclean air and either no heat or no air conditioning.

I have been an active and involved AFGE Union member for 14 years. When the AFGE & NTEU Union members use their voices to cry foul during Shut Down and stand up for EPA employees, it isn't just for the benefit of the AFGE & NTEU members, these activities benefit the EPA management as EPA management cannot be involved in those types of activities. When the AFGE & NETU unions use their dues paid by AFGE & NETU members to fight for raises, retirement funds and other benefits, the EPA management benefits from those issues without having pay or do anything.

AFGE Union members were told about how management was going to start "hoteling" so that HQ can accommodate all the EPA employee being moved from Crystal City? We just signed our new Telework Agreement during our PARS. Those are processed and filed those will have being wasted time which wasted money. A few years ago the EPA decided they didn't like to lose all the money they lose during inclement weather conditions like snow, rain, tornado warning, etc. and loss of continuity of work. That's when the EPA along with the rest of the government established a more liberal Telework policy that would require any employee that had a Telework Agreement to work and not able to take Administrative Leave. How much is it going to cost the EPA to pay for Administrative Leave they will have to pay employees and loss of continuity of work when we have snow, rain, tornado warning, etc? Is it worth this draconian way EPA is taking away AFGE union members rights – I doubt it.

With this this abolishment of rights for AFGE union members you may get to fire employees at will but how many employee will that really affect? This kind of abolishment of rights will cause a brain drain as employee who worked for years with the EPA will not want to put up with these draconian ways. This will make all the lists for one of the Worst Places to Work 2019. Thank you for hearing me out

# Personal Security Detail / Ex. 6

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: Stop the Unilateral Anti Employee Agreement!

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 2, 2019 at 2:33:24 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Stop the Unilateral Anti Employee Agreement!

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**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** [REDACTED]  
**To:** [REDACTED] **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Concerns Re: Draft directive on working conditions for AFGE-represented employees

Begin forwarded message:

**From:** [REDACTED] **Personal Security Detail / Ex. 6** <[REDACTED]@epa.gov>  
**Date:** July 3, 2019 at 1:46:58 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Concerns Re: Draft directive on working conditions for AFGE-represented employees

Dear Ms. Vizian,

I have been informed that EPA Labor Employee Relations intends to forcibly impose overly restrictive working conditions on employees represented by the AFGE union, possibly as early as Monday. As the top career official within OMS, I implore you to reconsider this action and return to the table with AFGE to work out a true agreement using the processes and procedures that were intended to govern real collective bargaining agreement development.

As an EPA employee of more than 10 years, I have known EPA to be a place employees are proud to work. A place that prides itself on dedication to our mission to protect human health and the environment, and a place that strives to recognize and support work-life balance. And in return for that, you have in place a dedicated and loyal cadre of employees. Employees who take on increasingly heavy workloads as the responsibilities we have gain in both volume and gravity and the agency has fewer and fewer employees – because we believe protecting people and the environment are some of the most important issues we face. Employees who continue to work hard to advance that mission regardless of who is the head of the Executive Branch or what Congress or the courts impose. We stay and do the work that needs to be done.

You pay lip service to improving employee morale damaged by outside influences, but in the biggest, most crushing way, you are now trying to strip away both our ability to have a voice in our working conditions and our capacity to protect ourselves and our jobs from personal or politically-motivated damage. And this time it's from our own folks. Why? Do you not want to attract and retain good employees? Do you not want employees to participate in the development of workplace standards? This not who EPA is!

How would you feel if you were the one who needed to fight unfair and/or illegal workplace events harming you, yet no union representatives help you because they had no available time, or you couldn't find out who they were because of the restrictions on any forms of communication in EPA physical or electronic workspace? That's what would happen under the draft directive. Do you want to add to area commuting traffic, increase Agency costs to subsidize transit expenses, worsen pollution, and take away supervisor discretion to provide a small amount of flexibility in return for high-quality work from high-performing employees? That's what would happen under the draft directive. Is it worth it to strip parents from one or two more precious hours of the week they could be spending with their kids and volunteer soccer coaching, instead making them spend that time sitting on the train or bus, when their supervisor has no need for them to be in the office? That's what would happen under the draft directive.

Furthermore, I'd like to rescind my answers to the Employee Viewpoint Survey that indicate that EPA is a good place to work and I'd recommend it, and that managers are supportive of work-life balance. Neither of those are true if this moves forward. While I've been fortunate to have decent and ethical supervisors during my time at EPA, not all are, and I fear the day I could be targeted by one or become afraid to share my true views in a meeting, lest I be admonished and someone decides to push me out. The people of the United States deserve to know the agencies implementing our laws are largely free of employee fear of undue political threats. EPA employees deserve to not have unilateral working conditions imposed, especially regarding things that are supposed to be part of union agreements.

I do believe, deep down, many of the supervisors and managers at EPA want to support their employees and provide a safe work environment. I do not understand this attack on employees, and I believe the majority of supervisors and managers at EPA do not support the draft document. Please do the right thing. Do NOT issue this.

Sincerely,

Personal Security Detail / Ex. 6

8

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: the unilateral directive

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 2, 2019 at 2:22:13 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** RE: the unilateral directive

Donna –

As PDAA I understand that you are the highest level career person involved with the negotiations of the AFGE contract. I'm writing to ask you not to accept this contract because it hurts all of us, both personally as well as our ability to perform at our peak. It also takes us backwards in terms of making the agency a good place to be as a working parent. It is also a step towards undermining unions and eroding our civil rights. Please do whatever you can to get the Agency to go back to the bargaining table with AFGE to work towards resolving the issues with the 10 Articles previously put on the table or simply accepting the imperfect TA that we had. Move forward with the TA instead of scrapping the good progress that was made and going backwards instead. We are all depending on you.

I have been at EPA since 2002, first as a Fellow and then, since 2005, as an employee. I am very much a dedicated, mission-driven person and my performance has always been excellent. I have worked with many of my colleagues for a decade or more and I can say the same about them. In the fourteen years that I have been at EPA as a civil servant I have worked hard do my part to keep our water clean for all Americans – for drinking, recreation, industry, etc. As you undoubtedly know, clean water is foundational to our economy and it's people like me, along with all our other Agency and state, tribal, and NGO partners that collectively get it done. Also, the current leadership of EPA is depending on people like me and my colleagues to faithfully carry their agenda forward – and many of us are being asked and are agreeing to work overtime to do so. We are dedicated public servants. Please do your part to protect us and ensure that our working conditions are conducive to our best efforts.

In the time that I have been at EPA I have married and now have a 2.5 year old girl and a 5 year old boy. I consider my work here as part of parenting them because I am protecting their future. Many of the protections and benefits included in the current contract enable me to continue carrying EPA's mission forward while also parenting. Please support us and help me to keep working hard for clean water for everyone.

Sincerely,

**Personal Security Detail / Ex. 6**

Message

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**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: AFGE employee

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 3, 2019 at 2:00:06 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** AFGE employee

Ms. Vizian,

I am an EPA employee with over 10 of federal service. I work hard to support our agency's mission. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am asking that the unilateral employee bargaining agreement that has been imposed upon AFGE be rescinded and a negotiation take place.

Thank you,  
Karen

**Personal Security Detail / Ex. 6**



Message

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**Sent:** 7/15/2019 6:44:59 PM

Hi Everyone,

This message is specifically for AFGE Bargaining Unit employees. I am providing a link to frequently asked questions on the new contract. <https://intranet.epa.gov/ohr/emprelations/bargainingagreement.htm>. EPA is providing this document with its interpretations of the Agreement for the convenience of AFGE Collective Bargaining Unit employees. If an employee has any concerns about the information provided, they should contact their union representative.

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Stop the Unilateral Contract Imposed on AFGE

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 5, 2019 at 7:18:19 AM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Stop the Unilateral Contract Imposed on AFGE

Dear Ms. Vizian:

I am an EPA employee with 38 years of federal service. I believe in our mission and I work hard to do my part in supporting our agency's mission. I started working at EPA as a Stay-In-School at the age of 16. I can remember coming home telling my mother what we should or should not do just based on what I was learning as an EPA employee. Now I work in a capacity that I can educate AFGE employees and that position is being threaten by the same Agency which I respected for so many years.

I do believe that the Agency is sending its employees a bad message with the unilateral contract being forced on AFGE. What did we do so wrong that the Agency now tells us that dedicated employee rights are no longer important. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I have worked with your team in LER and one of my purposes is making sure that employees can come to work in a productive and safe environment. Why wouldn't the Agency want the same thing? I work to improve communication between management and their staff. You wouldn't believe how many employees come to me not to file an EEO case or a grievance but to know what can they do to make their work environment better. If this directive goes forth there is no place for employees to come just for guidance and someone to talk to.

I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency but these were external attacks. I cannot believe that our leaders think so little of us that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. These actions can have no aim other than to instill fear, force us into submission and crush our spirit! We are human beings but are being treated like mere subjects.

Ms. Vizian we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

**Personal Security Detail / Ex. 6**

## **Personal Security Detail / Ex. 6**

CONFIDENTIALITY: This communication may contain privileged or other confidential information. If you are not the intended addressee, or believe you have received this communication in error, you may neither copy, disseminate, nor distribute it to anyone else or use it in any unauthorized manner; to do so is strictly prohibited and may be unlawful. If you receive this email by mistake, please advise the sender immediately by using the reply facility in your mail software and delete it from your computer. "Information in this message may be subject to the Privacy Act (5 USC 552a) and should be treated accordingly."

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: Questions on proposed AFGE bargaining agreement

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 3, 2019 at 1:38:42 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Questions on proposed AFGE bargaining agreement

Dear Ms. Vizian,

I am an EPA employee with 21 years of federal service. I chose to work at EPA because I support our Agency's mission. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us.

EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our Agency, but these were external attacks. I cannot believe that our leaders think so little of us, the working heart and soul of the Agency, that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. In fact, such actions appear to be a way to circumvent court ruling on some of President Trump's Executive Actions regarding the federal workforce. Does the Agency no longer recognize the authority of the judicial branch and instead chooses to do whatever to satisfy the President's whims?

What have Agency staff, such as myself, done to have our rights trampled and disregarded? Ms. Vizian, we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

**Personal Security Detail / Ex. 6**

Message

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**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: request re: AFGE Bargaining Agreement

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 [epa.gov](mailto:epa.gov)>  
**Date:** July 5, 2019 at 8:31:53 AM MDT  
**To:** "Vizian, Donna" <[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)>  
**Subject:** request re: AFGE Bargaining Agreement

Dear Ms. Vizian,

I am writing to ask for your intervention on behalf of myself and other EPA employees to rescind the bargaining agreement that is going to be put into place this Monday, July 8<sup>th</sup>. It is not an "agreement" when both parties (AFGE and EPA leadership) did not negotiate and agree to these terms. To call it such is wrong. Because you have authority over the Labor and Employee Relations Division, I hope that you will intervene to rescind this agreement. It is disrespectful to EPA employees that work so hard to carry out EPA's mission. I have worked at EPA for over 30 years and have never seen something like this happen before. The policies set forth in this Agreement move the Agency backward, in the wrong direction while the rest of the U.S. workforce is moving in the opposite direction with their policies (e.g., telework). The actions that this Agreement take are counterproductive to increasing productivity, morale, and retention of highly qualified employees at the EPA. Thank you for your consideration!

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:**  
**Subject:** Fwd: Sharing my concerns....

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 5, 2019 at 9:10:11 AM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Sharing my concerns....

Dear Ms. Vizian,

I have been an EPA employee for 3.5 years now. Prior to that, I was a Peace Corps volunteer and then I worked at Peace Corps Headquarters for 3.5 years. Working to improve the environment and public health is something I am passionate about. I work hard to support our mission and I enjoy my work. Something that is important to me, no matter where I work, is flexibility and work life balance.

I am writing to you because I am concerned that my personal work life balance is going to take a big hit if the unilateral AFGE bargaining agreement is imposed, and telework is limited. I commute 3 hours a day. Having the freedom to telework more than 1 day per week gives me back those 3 hours, and allows me more time outside of work hours to take care of personal things. I am a happier and more productive employee when my work life is balanced.

Because you are the leader of the Labor and Employee Relations division, I wanted to share my concerns with you. I know that you are a career staff member that cares about the workforce at EPA. I am hoping that you can advocate for us by intervening to stop/rescind the unilateral bargaining agreement. I would appreciate anything you can do to help.

Best regards,

**Personal Security Detail / Ex. 6**

Message

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**From:** Rabold, Zeinab [Rabold.Zeinab@epa.gov]  
**Sent:** 7/24/2019 6:41:48 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** RE: Frequently Asked Questions

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**From:** Vizian, Donna  
**Sent:** Monday, July 15, 2019 5:16 PM  
**To:** OMS-All <OMS-All@epa.gov>  
**Subject:** Frequently Asked Questions

Hi Everyone,

This message is specifically for AFGE Bargaining Unit employees. I am providing a link to frequently asked questions on the new contract: <https://intranet.epa.gov/ohr/emprelations/bargainingagreement.htm>. EPA is providing this document with its interpretations of the Agreement for the convenience of AFGE Collective Bargaining Unit employees. If you have any concerns about the information provided, please contact your union representative.

Best,  
Donna

Message

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**From:** James, Nathaniel [james.nathaniel@epa.gov]  
**Sent:** 7/16/2019 7:42:03 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** RE: Frequently Asked Questions

Hi Donna,

I stopped by to say hello today. I understand that you're on travel. Hope that you have a little time to catch up time once you return.

Nate

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**From:** Vizian, Donna  
**Sent:** Monday, July 15, 2019 5:16 PM  
**To:** OMS-All <OMS-All@epa.gov>  
**Subject:** Frequently Asked Questions

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Best,  
Donna



Message

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**From:** [Personal Security Detail / Ex. 6]  
**Sent:** 7/11/2019 11:04:14 AM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]; [Federal law prohibits disclosure / Ex. 3]  
**Subject:** [Federal law prohibits disclosure / Ex. 3]  
Please negotiate!

Hello-

I respectfully ask the AFGE National Union to PLEASE negotiate with management rather than litigate! The drastic changes recently imposed are causing absolute havoc in the lives of loyal, hard working EPA employees across the nation unnecessarily. If the Union had not walked away from the table in the first place, we may not be in such a dire situation now. Please, please, please - go back to the negotiation table. As an EPA employee for nearly 30 years, I know that we deserve better than this. I, along with thousands of others, have dedicated my career to the work of the agency; the Union's job is to represent all of us in the best possible way, and refusing to negotiate is not the way to go. We want you to negotiate, not litigate!

[Personal Security Detail / Ex. 6]

## Message

**From:** [Personal Security Detail / Ex. 6] epa.gov]  
**Sent:** 7/3/2019 7:15:50 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**CC:** [Federal law prohibits disclosure / Ex. 3]  
**Subject:** Anti-Employee Contract About to be Imposed on AFGE

Dear Ms. Vizian,

I am writing to you because I've been told you are the leader that has authority over the Labor and Employee Relations Division. My union, AFGE, sent us a notification that EPA management intends to impose a draconian employee contract that was not negotiated by the union. I am hopeful that you will intervene on behalf of employees to halt this unilateral, non-negotiated contract that is about to be imposed upon us.

I am an EPA employee with 3 years of federal service. My dream job was to work at EPA, and I am extremely proud to be here today to support our mission of protecting human health and the environment. But that is not the only thing that attracted me to begin my career at EPA. During my short 3-month summer internship back in 2015, I was so inspired by the work environment and the inclusiveness at EPA HQ. I was very happy to hear that alternative work schedules were not only allowed but encouraged, and the option to telework was equally supported by managers. Working for an organization that promotes a healthy work-life balance and treats its employees with respect is a very important aspect I seek for in my career.

I'm a fairly new employee, who plans to stay with the federal government (specifically EPA) for many years to come. However, if I begin to feel as if I am being suffocated by new rules that restrict my ability to not only thrive in the workplace, but in my personal life as well, I may be drawn to seeking other career opportunities. I believe the new AFGE union "agreement" does just that; it virtually takes away our telework options, threatens our careers, and kneecaps our union representation.

I am hopeful that you will intervene on behalf of employees to rescind the latest "collective bargaining agreement". I hope you understand my concerns.

Personal Security Detail / Ex. 6

Message

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**From:** **Personal Security Detail / Ex. 6** [redacted]@epa.gov]  
**Sent:** 7/3/2019 6:10:31 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** Concern regarding AFGE-EPA "Collective Bargaining Agreement"  
**Attachments:** Letter to Donna\_July2019.pdf

Donna,

Please see the attached letter expressing my concerns regarding impending negative impacts of the recent AFGE-EPA "Collective Bargaining Agreement." As a leader in Labor and Employee Relations, I hope that you take my comments and concerns to heart. I am also happy to further discuss the matter.

Thank you.

**Personal Security Detail / Ex. 6**

July 3, 2019

Donna Vizian  
Principal Deputy Assistant Administrator  
Office of Mission Support

Dr. Ms. Vizian,

I am writing to you with concern regarding the recent AFGE-EPA "Collective Bargaining Agreement," and if enforced, the negative impact it will have on not only a large portion of EPA's workforce, but on the Agency as a whole. I have been working in OECA's Office of Compliance since I started at the agency as an intern in 2009 while working toward a master's degree at Indiana University's School of Public and Environmental Affairs. I was fortunate to be hired as a full-time employee starting the summer of 2010 in the same office and branch where I completed my internship. I have stayed in the Water Branch throughout my time at EPA because I like what we do. I coordinate training events for CWA inspectors, to help them earn their credentials, including the development of a large in-person annual training event, several webinars throughout the year, and online training. I have also performed many data analyses to assist with CWA inspection targeting. I have also taken extra community college courses, at night on my own time, to learn more about Geographic Information Systems (GIS) and Remote Sensing to help my technical knowledge of such topics as it related to relevant work projects. I consider myself fortunate to work with such passionate people who really believe in and strive everyday to uphold the mission of EPA.

The new "Collective Bargaining Agreement," which I understand was not actually negotiated by the AFGE union, is offensive to all EPA employees (not just AFGE members), as it undercuts the staff and what we need to do our jobs effectively. In the DC metro area, the commute can often be long and arduous. Telework is one method of making our lives and jobs a little less stressful. Housing in the DC area is very expensive. Many people work an hour or two commute one way and utilize various transportation methods – car, bike, metro, bus, and/or all of the above. My commute is one hour one way using the metro and metrobus. When I telework, that is two extra hours a day that I can put toward working, and not commuting. I also have a two-year old son and another on the way by the end of the month. Being able to telework twice a week has tremendously helped my work-life balance. It also helps with sharing the burden of childcare pick up and drop off with my husband as both kids will be attending daycare only a half-mile from our house in Northern Virginia. Naturally, the flexibility of Telework also enables me to be more present in my young sons' lives during their most impressionable years. I've come to realize just how difficult it is to be a working mom, but I have felt fortunate that the Agency has allowed such flexibilities as Telework and Maxi-flex schedules. I am a big believer that a happy employee is a productive employee. Which is why this new "Agreement" is so scary for me and all other affected employees with whom I have spoken.

Being a government employee is not always easy. Administrative changes are difficult, we rarely get significant pay increases, we are scrutinized (often unfairly) by the public, we have suffered a diminished workforce, but most of us are here because we feel passionate about what we do. We want to be here and ask for little in return. With a master's degree working a fairly "technical" job, I consider myself very professional and believe it to be offensive in and of itself for *any* EPA employee to be considered "non-professional," as those covered under the AFGE agreements are. I do not believe there is any reason AFGE members should be treated differently from NTEU members. We are all EPA employees, we are all working toward the EPA mission, we are all doing different types of jobs to keep the Agency running. We should all be

afforded the same opportunities. The new "Collective Bargaining Agreement" is so disheartening that it gives EPA employees the impression that we don't matter; that management doesn't care about the hard work that we do for the Agency; that we are being unfairly punished for no reason.

I am appealing to you, Ms. Vizian, as a leader in Labor and Employee Relations, to rethink and rescind the harsh document being imposed on the employees under the AFGE union. We depend on you to make decisions on our behalf that are in the best interests of all EPA employees – not ones that will harm employees and therefore the Agency as a whole.

Sincerely,

**Personal Security Detail / Ex. 6**

Message

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**From:** Personal Security Detail / Ex. 6 [redacted]@epa.gov  
**Sent:** 7/3/2019 8:03:51 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** Unilateral Implementation of EPA's contract with employees  
**Attachments:** image2019-07-03-145629.pdf

Dear Donna Vizian, Principle Deputy Assistant Administrator/OMS,

I am transmitting to you on the behalf of the EPA employees (signatories) within the Office of International and Tribal Affairs a request that you; in your leadership position for management of EPA's Labor Employee Relations, reconsider the proposed action and negotiate with our duly elected AFGE representatives.

Respectfully transmitted by..

**Personal Security Detail / Ex. 6**

July 2, 2019

Dear Ms. Vizian,

We are EPA employees of the Office of International and Tribal Affairs with varying years of federal service. We believe in our mission and work hard to do our part in supporting our Agency's mission. We came to the Agency because we believe in EPA's core mission. We are writing to you because you are the leader that has authority over the Labor and Employee Relations Division. We are hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have in the past gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our Agency, but these were external attacks. We cannot believe that our leaders think so little of us that they have chosen to disrespect our public service by putting in place a bargaining agreement that virtually eliminates workforce protections and conditions (i.e., Negotiated grievance process, performance and discipline, merit promotions, work schedules and telework), threatens our careers, and diminishes our union representation. These actions can have no aim other than to demoralized and already disheartened workforce community.

Ms. Vizian, we deserve better and we reach out to you to stand up for us. Please lead the Agency toward finding a solution and resolving these issues with the union.

Sincerely,

Employees of the Office of International and Tribal Affairs

**Personal Security Detail / Ex. 6**

# **Personal Security Detail / Ex. 6**



# Personal Security Detail / Ex. 6


## Message

**From:** Personal Security Detail / Ex. 6 [redacted]@epa.gov  
**Sent:** 7/2/2019 8:35:03 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**CC:** [redacted]  
**Subject:** AFGE Collective Bargaining Agreement  
**Attachments:** 6-24-2019 - AFGE-EPA Collective Bargaining Agreement.docx

**Federal law prohibits disclosure / Ex. 3**

Donna,

I'm writing you as a fellow EPA employee to encourage you **NOT to** unilaterally replace the AFGE 2007 MCBA with the attached contract. I have worked at EPA for 32 years and enjoy my job. I strongly believe in the Agency's mission to protect human health and the environment. I'm very concerned the attached contract, if imposed, will severely affect the Agency's ability to achieve its mission. Good people will retire before they want to or leave for jobs that offer a better work-life balance. It will also make it harder for the Agency to recruit and hire new employees.

This new contract will also have a big negative impact on the quality of my work life. I have taken advantage of the workplace flexibilities provided by the 2007 MCBA and other existing agreements by working a Maxiflex schedule to have a day off every week and teleworking 2 days per week. On days I come into the office, I carpool and have a 1.5 hour commute in the morning and 2 hour commute in the evening. Teleworking saves me 3.5 hours a day commuting! My work is completely portable – I can do everything from my flexiplace location that I can in the office. I'll be eligible for retirement in less than 2 months. If I have to come into the office 4 days per week, I'll probably retire even though I'd prefer to keep working here.

It makes me very sad to think we've come to the point where the Agency would consider imposing this contract on all AFGE bargaining unit employees. I know EPA management and the Union have had their differences over the years, but they've always negotiated and worked together to come up with an agreement that both parties could live with. Please withdraw this document and return to the bargaining table with AFGE to produce an agreement we can all support or at least live with.

Thank you for your time and consideration.

Personal Security Detail / Ex. 6

**Federal law prohibits disclosure / Ex. 3**

**Federal law prohibits disclosure / Ex. 3**

## Message

**From:** **Personal Security Detail / Ex. 6** [redacted]@epa.gov]  
**Sent:** 7/2/2019 8:33:48 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** Opposed to Proposed AFGE Agreement

Dear Ms. Vizian

I have been protecting the public's health and the environment since I joined EPA in 2007. I urge you to make sure the recently proposed AFGE collective bargaining agreement is not passed! It will have a drastic impact on our working conditions. It will hurt me, my family of 5, and my coworkers.

I hold a Master's degree in Environmental Engineering. I enjoy my job, the people I work with and the immediate people I work for. If this agreement is passed I will be less productive, less protected, and will likely perform at a lower level. Please do what you can to ensure this **does not go through**.

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Please Rescind Recent Document Sent to AFGE

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 3, 2019 at 10:25:35 AM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Cc:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Please Rescind Recent Document Sent to AFGE

Dear Ms. Vizian,

I am requesting you use any and all efforts possible to rescind the document recently sent to AFGE titled "Collective Bargaining Agreement." Having worked at EPA for over 20 years and an equal amount of time in private industry and some state government I have experienced some exceptionally high quality leadership teams and some leaders who had one foot in the cesspool. The document in question unfortunately is moving EPA's leadership to the low end of what I have experienced. Over the last few years, I have witness the efficiency of EPA staff generally decrease to 'I'll do my job' instead of 'I'll do the best job possible.' Any remaining thread of quality in the work by EPA staff is due to the desire to serve our customers – the public and our regulated industries. Respect for our leadership has been eroding away and continually is being reduced as a driver for quality or efficiency.

- Nowhere have I been able to find any dictionary definition which would support calling the recent document an 'Agreement.'
- When the document was delivered and the potential implementation date, I suspect is one of the two or three periods in the year when the largest amount of employees may be on leave and may not be able to either review or respond to this document.
- How the document was communicated to EPA staff, if there was any plan to communicate with EPA staff.

The above three items alone send a very strong message in the lack of respect EPA's leadership has for the staff of EPA.

To begin discussing, the actual content of the document would almost be a joke. I respect your intelligence and common sense to realize the contents are so far removed from reasonable terms for any relationship between an organization and it's workers. These dictates are not a step forward or even adjustments to any current or tentative agreements in play, they are major reversals of EPA's employees abilities to effectively work with EPA leadership, be fairly appraised of their performance, or maintain a modern work-life balance.

In closing, again I implore you to immediately have this document rescinded and communicate with EPA staff of your actions and of any future plans EPA senior leadership intends to undertake in regards to working with the AFGE to put in place a mutually reached Collective Bargaining Agreement.

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“Whoever is careless with the truth in small matters cannot be trusted with important matters.”  
Albert Einstein

## **Personal Security Detail / Ex. 6**

Message

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**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** [Redacted]  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Unilateral Implementation of EPA's contract with employees  
**Attachments:** image2019-07-03-145629.pdf; ATT00001.htm

Begin forwarded message:

**From:** [Redacted] <[Redacted]@epa.gov>  
**Date:** July 3, 2019 at 4:03:51 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Unilateral Implementation of EPA's contract with employees

Dear Donna Vizian, Principle Deputy Assistant Administrator/OMS,

I am transmitting to you on the behalf of the EPA employees (signatories) within the Office of International and Tribal Affairs a request that you; in your leadership position for management of EPA's Labor Employee Relations, reconsider the proposed action and negotiate with our duly elected AFGE representatives.

Respectfully transmitted by..

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Seeking your help regarding the proposed new employee contract

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 3, 2019 at 3:53:53 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Seeking your help regarding the proposed new employee contract

Dear Ms. Vizian,

I am an EPA employee with 26 years of federal service, committed to the mission of the Agency and to serving our great country. As a civil servant I have also benefited from and have deep appreciation for the fair labor conditions that I have experienced in my career to date.

I am writing to share my concern with EPA management's intention to impose an employee contract that was developed without input from or negotiation with the EPA unions. I am hopeful that you will intervene on behalf of employees to help find a better path forward.

I am sure you agree that EPA employees are dedicated, hardworking, and committed to our mission of protecting human health and the environment. This imposed contract is un-fair and another blow to employee morale. The government has limited options for retaining employees at higher GS levels due to limits in allowable pay raises. Telework is one benefit that the government can offer to its employees, of great value to those living in high traffic metropolitan areas. Reduction in the ability to telework seems counter to the trend in many large organizations, especially those with space challenges like EPA may be facing soon when Potomac Yard is closed and we will need to consolidate space at Federal Triangle. It is also disconcerting that this imposed contract includes provisions that will dramatically limit the ability of union representatives to represent their members effectively on all staff related matters.

It would be helpful to understand what standard practice is for updating federal labor bargaining agreements, how this contract came about, and why variances in the standard approaches are being taken at this time. Staff would also benefit from learning what current labor agreements across the federal government include, and the reasons that these specific changes are being suggested at this time.

Ms. Vizian, we deserve better and I reach out to you to stand up for us. Please halt this imposed contract and help us find a better way forward together.

Sincerely,

**Personal Security Detail / Ex. 6**



# **Personal Security Detail / Ex. 6**

Message

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**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: AFGE

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 8, 2019 at 12:19:37 PM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** AFGE

Dear Ms. Vizian,

I am an EPA employee with (28 years) of federal service. I believe in our mission and I work hard to do my part in supporting our agency's mission. I came to EPA because I am a scientist and I was extremely impressed with the work that EPA was doing and wanted to be a part of that mission. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency but these were external attacks. I cannot believe that our leaders think so little of agency employees that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. These actions can have no aim other than to instill fear, force us into submission and crush our spirit! What have we done to deserve such disdain from our leaders? We are human beings but are being treated like mere subjects. What is done to one of us, ultimately affects all of us. Ms. Vizian we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

Sincerely,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: AFGE Bargaining Agreement - Request to reconsider

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** [redacted]@epa.gov>  
**Date:** July 3, 2019 at 3:18:25 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** AFGE Bargaining Agreement - Request to reconsider

Dear Ms. Vizian,

I am an EPA employee with close to 12 years of federal service, three of which were served as a Peace Corps volunteer. I also have close to 4 years at the state of New Mexico serving to protect our air quality. I believe in our mission and I work hard to do my part in supporting our agency's mission. I came to EPA to realize my personal and professional goals of environmental protection and sustainability and to do so in our nation's capital.

I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that is being proposed. This bargaining agreement virtually eliminates telework, threatens our careers, and kneecaps our union representatives. I question why such a proposal is even being considered in such times when we need to collaborate and be agile in our approaches. With Potomac Yards moving to DC, it seemed as if the future would see more space sharing and smaller workspaces to fit all employees at headquarters. I urge you to reconsider the benefits we have had to date and the value they bring to employees in creating more work-life balance. Commutes including mine are typically an hour and the time afforded me and my family is treasured immensely. As the agreement states, not all work is equal and for some individuals such a hard line would be unnecessary and seem penalizing after such outstanding service.

Ms. Vizian EPA employees deserve better and I reach out to you to stand up for us. I appreciate you considering a renegotiation of the agreement.

Thank you,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** [Redacted]  
**To:** [Redacted]  
**Subject:** Fwd: Anti-Employee Contract About to be Imposed on AFGE

Begin forwarded message:

**From:** [Redacted] @epa.gov>  
**Date:** July 3, 2019 at 3:08:30 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Cc:** [Redacted]  
**Subject:** Anti-Employee Contract About to be Imposed on AFGE

Dear Ms. Vizian,

I am an EPA employee with 10 years of federal service. I came to EPA because I believe in its mission and in service to our country. I also believe the Federal Government would treat employees fairly.

I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. My union, AFGE, sent us a notification that EPA management intends to impose a draconian employee contract that was not negotiated by the union. I am hopeful that you will intervene on behalf of employees to halt this unilateral, non-negotiated contract that is about to be imposed upon us.

I am sure you agree that EPA employees are dedicated, hardworking, and committed to our mission of protecting human health and the environment. EPA and its employees have watched our workforce be reduced to an all-time low. Unfortunately, we have also endured a series of scandals that do not reflect well on the agency or its employees. This imposed contract – it is not an agreement – is un-fair and another blow to employee morale.

It is disconcerting that EPA's management supports this imposed contract that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. It is hard for me to understand why EPA's management has decided to impose this contract. It appears to be trying to enact the anti-workforce executive orders that the courts have already overturned. I am curious to know how this contract came about, and would appreciate any information you can provide in this regard.

Ms. Vizian, we deserve better and I reach out to you to stand up for us. Please halt this imposed contract.

[Redacted]  
Personal Security Detail / Ex. 6

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:** Federal law prohibits disclosure / Ex. 3  
**Subject:** FW: AFGE Employee

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**From:** Personal Email / Ex. 6  
**Sent:** Wednesday, July 03, 2019 8:38 AM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Subject:** Fwd: AFGE Employee

**Personal Security Detail / Ex. 6**

Dear Ms. Vizian,

I am an EPA employee with 29 years of federal service. I believe in our mission and I work hard to do my part in supporting our agency's mission. I came to EPA because I was told that this was one of the best Federal Agency's in the Washington DC area and for this claps in higher management to let all AFGE employees down will bring down the moral of employees. This will look bad on the agency because now we are divided into two groups AFGE who don't mean anything to the agency and NTEU who get to keep everything and are treat with a heart of gold. Please we need to work together to get this issue resolved ASAP. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency but these were external attacks. I cannot believe that our leaders think so little of us that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. These actions can have no aim other than to instill fear, force us into submission and crush our spirit! What have we done to deserve such disdain from our leaders? We are human beings but are being treated like mere subjects. Ms. Vizian we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:** Federal law prohibits disclosure / Ex. 3  
**Subject:** Fwd: AFGE Draft Bargaining Unit Agreement Concerns

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 3, 2019 at 3:03:00 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** AFGE Draft Bargaining Unit Agreement Concerns

Donna Vizian  
Principal Deputy Assistant Administrator  
Office of Mission Support

Dear Ms. Vizian,

While I am not a dues paying member of AFGE, AFGE is my assigned bargaining unit, and as such I have come to learn that I will be affected by changes to the AFGE collective bargaining agreement. I am hoping you will delay finalization of the draft revised agreement so that there is time and opportunity for meaningful negotiations with AFGE and your fellow coworkers. In my brief skim of the draft document, I was struck by the fact that there has not been time for meaningful consideration of the ramifications of revised telework restrictions and other espoused agency and government priorities such as emergency preparedness and continuity of operations. I also think that some of the communication restrictions placed on AFGE will make it difficult for those of us binned in this bargaining unit to stay informed about policies that affect us.

Respectfully,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** [Federal law prohibits disclosure / Ex. 3]  
**To:** [Federal law prohibits disclosure / Ex. 3]  
**Subject:** Fwd: Regarding the Proposed Management Directive Against AFGE

Begin forwarded message:

**From:** [Personal Security Detail / Ex. 6] <[redacted]@epa.gov>  
**Date:** July 5, 2019 at 4:01:14 PM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Regarding the Proposed Management Directive Against AFGE

Ms. Vizian,

I recently learned about a proposed unilateral management antiemployee directive that EPA intends to impose on the AFGE Bargaining Unit. This is not a Collective Bargaining Agreement, because that would require agreement between two parties, and AFGE did not agree. **I am asking that you and senior managers choose NOT to implement the management directive that has been proposed against AFGE.**

This new unilateral directive from EPA management will negatively affect employee morale and quality of work life. It will also cause resentment among staff and negatively affect productivity. The agency's mission is supposed to be protecting the environment and human health. EPA needs its resources, especially productive staff, to accomplish that mission. Healthier, happier staff make it easier to achieve goals. However, this new unilateral management directive against AFGE Bargaining Unit employees is unfair and counterproductive to the agency mission.

This proposed management directive against AFGE creates different standards of treatment between bargaining units—it prevents AFGE Bargaining Unit employees from being allowed the same benefits as NTEU employees. That will cause discord between coworkers. My branch includes staff who fall under both Bargaining Units, AFGE and NTEU. My supervisor tries to treat us fairly, applying rules uniformly, regardless of Bargaining Unit. However, this new management directive against AFGE will require him to be more strict with AFGE staff, which is unfair. As employees, we do not get to choose which Bargaining Unit we fall under, so we should not be punished by unfair labor practices when policies are not applied uniformly across the workforce.

I am also concerned with proposed new restrictions on AFGE Bargaining Unit employees with regards to the Maxiflex work schedule. Currently, Maxiflex allows a regular tour of duty from 6:00 AM to 7:00 PM. This new proposed management directive shortens that to 6:00 AM – 6:00 PM. That restriction favors early birds, but works against people who are more productive during quiet time at the end of the day, or who want to avoid commuting congestion by coming in later and leaving later. It also means that anyone using Maxiflex to mimic a compressed 9 hour day schedule (with added flexibilities) would not be allowed to arrive later than 8:30 AM in order to depart by 6:00 PM. That removes a lot of the flexibility of Maxiflex.

I was attracted to a Maxiflex schedule because it was the only work schedule that allowed the schedule that I wanted: 9:00 AM – 6:30 PM. I am not a morning person, and I'm in meetings most of the

day. The time that I am most productive on individual tasks are later in the afternoon when I don't have meetings, and many others have left for the day. That provides uninterrupted time to concentrate without distractions. It also gives me more time to communicate with my contractors, EPA, and states who are in Mountain Time Zone or Pacific Time Zone. So, this new restriction requiring that I end my day at 6:00 PM will make me less productive. Having to stop working in the middle of a task in order to leave at 6:00 PM, when it would have been easy to complete the task that day rather than to start it back up the next day, is inefficient.

The proposed Telework restrictions in this new management directive against AFGE are also unfair. NTEU employees are allowed to have regular telework of 2 days per week and also have a compressed day off. So, restricting AFGE Bargaining Unit employees to 1 regular telework day a week IF they do not have a regularly scheduled day off during that week is unfair. I consider my branch to be a high performing branch. We are just as productive when teleworking, sometimes more so, as when we are in the office. In addition, we have a staff member with a long commute (4-5 hours round trip) who accepted her position with the understanding and agreement that she would be allowed to telework two days a week. So, implementing a rule that requires AFGE Bargaining Unit employees to be in the office 4 days a week may result in the loss of a high quality, hard working staff member with important institutional knowledge, if she decides to leave rather than submit to this new unfair restriction. Implementing a policy that only affects part of the work force will create strife between staff of the different bargaining units.

In addition, I am affected by the Metro Summer Shutdown due to the Platform Improvement Project. This 3.5 month long project has increased my daily commute times. Therefore, I went on a regular telework agreement of 2 days of telework per week. Since I'm on Maxiflex, that allows me to work longer on my telework days and shorter days when I'm in the office to reduce the impact of the extra commute time on my daily life. These proposed restrictions on telework and Maxiflex tour of duty hours will make it difficult for me to work a full schedule without eating into my Annual Leave. I should not have to use Annual Leave to combat long-term Metro construction inconveniences. Similar Metro Platform Improvement Projects are planned for the next two summers, so this will be a recurring issue for various employees over time.

I am also concerned with the limitations on filing grievances and the proposed changes to Performance, as related to Addressing Unacceptable Performance. I am fortunate that I currently have a supervisor who is fair, and who recognizes employee achievements. However, that is not always the case. One of my co-workers related a story that happened to her when she was in a different office at EPA. She had a supervisor who was against women in the workplace, and felt they shouldn't speak up in meetings. He consistently gave all the women in his work unit poor performance ratings. Gender bias in performance ratings is against the rules. However, if this proposed new management directive against AFGE Bargaining Unit employees had been in place at that time, she and all of her female coworkers could have been fired within 30 days due to a supervisor bias, particularly since this new management directive prevents employees from filing a grievance against an unfair performance rating. While some changes may need to be made to deal with unacceptable performance, preventing someone from filing a grievance and allowing the supervisor to fire someone within 30 days removes too many protections. It essentially allows supervisors to fire people at will, with no repercussions even when the supervisor is the one at fault.

**In summary, I hope you and the senior managers will NOT implement the proposed unilateral management directive against AFGE.** It will cause stress, decrease employee morale, and reduce efficiency and productivity. It results in unfair standards by applying stricter rules to AFGE than NTEU, which will cause conflict between employees of the different bargaining units. We're supposed to be One EPA, working to help protect the environment and human health. It is difficult to accomplish our agency's mission when our focus is divided and we have to deal with management directives against



employees. Managers should be working to support employees in accomplishing our mission, not tearing us down with unfair and unreasonable directives.

Thank you for your consideration.

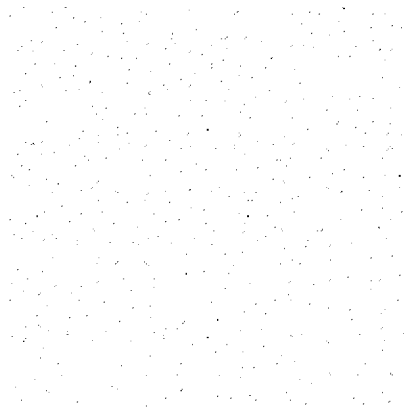
## **Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:** Federal law prohibits disclosure / Ex. 3  
**Subject:** Fwd: Revised Collective Bargaining Agreement ~ EPA & AFGE

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 5, 2019 at 3:47:00 PM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** RE: Revised Collective Bargaining Agreement ~ EPA & AFGE



Good Day Ms. Donna.

I hope all is well with you and yours. I'm emailing you regarding the revised Collective Bargaining Agreement that's scheduled to take effective on Monday, July 8, 2019 and unfortunately, I was just made aware of it.

It is to my understanding that you are the P.O.C to address my concerns about this agreement. I'm thankful for the American Federation of Government Employee (AFGE). It was surprising to learn about the major changes in the revised bargaining agreement only a week before the changes are to take effect (out on vacation). These changes affect me personally and it's truly shocking that as an EPA employee, there was no time to process the 75 pages in this short period of time. I'm thankful to have great working relationships with my all my supervisors/upper management and have since working at this agency.

However, the removal of the AFGE from the all EPA's facilities would truly be unbeneficial as an EPA employee. They provide an amazing service and they are truly a benefit to me. They provide great information (via email and in-person) both agencywide and personally. It helpful to speak to a Union Representative (Rep) on-site to get feedback on work matters, if you need the help/advise or not.

I understand the new revised bargaining agreement are requiring employees to only meet with the Union Rep should be during lunch/non-paid hours but at an off-sight location. It seems a little unfair for individuals like me who commute to/from work up to an hour each way. I must say this change would be a huge inconvenience if they Union is no longer at EPA, especially since we only have 30 minutes for lunch. I'm not sure where the disconnect occurred since being an AFGE member, that now the agency no longer wants the Union on the premises. Please tell me there is a way for this to be worked out for the benefit of all EPA employees.

Also, it was very disheartening to see the revised bargaining agreement has reduced the number of days to telework work from 2 days a week down to 1 pay period. I truly wish there was advance notice, and this could

be determined according to the decision of employee's (direct) manager. Honestly, teleworking has helped me tremendously for health reason overall. I have back problems and experience sciatic nerve pain at least once a week in my right leg. The less time driving, and time spent commuting to Washington, DC has limited my pain and hasn't been as severe like in the past.

This telework agreement saves on gas and reduces polluting the environment. Traveling to/from the Metropolitan area just constantly has my car in idle because traffic is extremely heavy all over, regardless of where you live (D.C. MD or VA). The Metro is not an option for me because I get motion sickness, whenever taking the train and cannot commute via train for more than 7-10 minutes (I've tried). The ability to teleworking more than one day a pay period has been a tremendously benefit and I hoping this does not change or made by your immediate supervisor.

Thank you so very much for taking the time out to read and understand my concerns. I'm hoping this revised Collective Bargaining Agreement between EPA and the AFGE will be revisited and the date extended to fairly give the EPA Union Members time to work with and speak with Union about this agreement. Thank you again and I hope you have a great evening/weekend.

Best regards,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:** Federal law prohibits disclosure / Ex. 3  
**Subject:** Fwd: Collective Bargaining

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 2, 2019 at 4:08:01 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Collective Bargaining

Donna:

As an AFGE bargaining unit employee with 32 years at the Agency, I am dismayed and outraged by the following provisions management plans to impose on EPA employees:

- Allow management to unilaterally exclude employees from telework, disrupting their lives and schedules
- Prevent AFGE from providing fair representation to employees by slashing the amount of time union representatives can spend representing employees by 75%
- Limit employees' access to their union representatives by evicting union representatives from the office space currently provided by the Agency
- Eliminate many memorandums of understanding and supplemental agreements used to enforce employment laws and policies at the worksite
- Impose the contract terms for seven years

These arrangements reek of plutocracy and must not be tolerated. The Agency is hijacking the collective bargaining process to enforce illegal provisions that will make it harder for EPA employees to do their jobs. Please work with the Office of the Administrator to negotiate with AFGE to produce a collective bargaining agreement this is both fair and impartial.

Thank you.

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:** Federal law prohibits disclosure / Ex. 3  
**Subject:** Fwd: Stop the Unilateral Anti Employee Agreement!

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 [epa.gov](mailto:epa.gov)>  
**Date:** July 2, 2019 at 2:33:24 PM EDT  
**To:** "Vizian, Donna" <[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)>  
**Subject:** Stop the Unilateral Anti Employee Agreement!

Dear Ms. Vizian,

I am an EPA employee with 30 years of federal service; including Active Duty Navy, Navy Reserves, 2 years of Civil Service with Naval Legal Office, San Francisco and San Diego and finally 14 years at the EPA

I believe in our mission and I work hard to do my part in supporting our agency's mission. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency but these were external attacks. I cannot believe that our leaders think so little of us that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. These actions can have no aim other than to instill fear, force us into submission and crush our spirit! What have we done to deserve such disdain from our leaders? We are human beings but are being treated like mere subjects. Ms. Vizian we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

I am also wondering why the EPA negotiated with the NTEU union and were not disrespected and reached an agreement maintaining the very same rights that are now being stripped from AFGE members. Why didn't EPA sign the points of the contract they agreed on with the AFGE union and continue to enter into arbitrations with AFGE officials? It's like EPA is throwing out the baby with the bathwater. By taking away AFGE members rights you've gutted the hard working AFGE Members. One of the rights being taken away is the ability for an employee to Grieve. Not having the Grievance Process is only going to cause problems for the continuity of the EPA mission. I realize that AFGE Member are not all perfect but they are given an opportunity to improve through the Grievance process and mend/improve the relationship with the manager, making them a more productive employee. By eliminating the Grievance Process will be opportunity for actions a few managers who have gotten way with their unfair practices and bullying of certain individuals for the wrong reasons (race, ethnicity, age, etc.). The only recourse the AFGE members will have is to file an EEOC Complaint to grieve unfair treatment and/or discrimination which could have been worked out through the Grievance Process with the AFGE Union Contract. The EEOC Complaint process is costly

with the investigation, the loss of time, and at the end if the EPA loses it cost money from an already tight budget. Working at the EPA will be like working in the factories in countries with dictatorships – treated like slaves – paying what they want, working many hours when they want, no such thing as overtime, stifling building with unclean air and either no heat or no air conditioning.

I have been an active and involved AFGE Union member for 14 years. When the AFGE & NTEU Union members use their voices to cry foul during Shut Down and stand up for EPA employees, it isn't just for the benefit of the AFGE & NTEU members, these activities benefit the EPA management as EPA management cannot be involved in those types of activities. When the AFGE & NETU unions use their dues paid by AFGE & NETU members to fight for raises, retirement funds and other benefits, the EPA management benefits from those issues without having pay or do anything.

AFGE Union members were told about how management was going to start "hoteling" so that HQ can accommodate all the EPA employee being moved from Crystal City? We just signed our new Telework Agreement during our PARS. Those are processed and filed those will have being wasted time which wasted money. A few years ago the EPA decided they didn't like to lose all the money they lose during inclement weather conditions like snow, rain, tornado warning, etc. and loss of continuity of work. That's when the EPA along with the rest of the government established a more liberal Telework policy that would require any employee that had a Telework Agreement to work and not able to take Administrative Leave. How much is it going to cost the EPA to pay for Administrative Leave they will have to pay employees and loss of continuity of work when we have snow, rain, tornado warning, etc? Is it worth this draconian way EPA is taking away AFGE union members rights – I doubt it.

With this this abolishment of rights for AFGE union members you may get to fire employees at will but how many employee will that really affect? This kind of abolishment of rights will cause a brain drain as employee who worked for years with the EPA will not want to put up with these draconian ways. This will make all the lists for one of the Worst Places to Work 2019. Thank you for hearing me out

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** Federal law prohibits disclosure / Ex. 3  
**To:** Federal law prohibits disclosure / Ex. 3  
**Subject:** Fwd: Stop the Unilateral Anti Employee Agreement!

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 2, 2019 at 2:33:24 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Stop the Unilateral Anti Employee Agreement!

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**Personal Security Detail / Ex. 6**



## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:** [Federal law prohibits disclosure / Ex. 3]  
**To:** [Federal law prohibits disclosure / Ex. 3]  
**Subject:** Fwd: Concerns Re: Draft directive on working conditions for AFGE-represented employees

Begin forwarded message:

**From:** [Personal Security Detail / Ex. 6] <[redacted]@epa.gov>  
**Date:** July 3, 2019 at 1:46:58 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Concerns Re: Draft directive on working conditions for AFGE-represented employees

Dear Ms. Vizian,

I have been informed that EPA Labor Employee Relations intends to forcibly impose overly restrictive working conditions on employees represented by the AFGE union, possibly as early as Monday. As the top career official within OMS, I implore you to reconsider this action and return to the table with AFGE to work out a true agreement using the processes and procedures that were intended to govern real collective bargaining agreement development.

As an EPA employee of more than 10 years, I have known EPA to be a place employees are proud to work. A place that prides itself on dedication to our mission to protect human health and the environment, and a place that strives to recognize and support work-life balance. And in return for that, you have in place a dedicated and loyal cadre of employees. Employees who take on increasingly heavy workloads as the responsibilities we have gain in both volume and gravity and the agency has fewer and fewer employees – because we believe protecting people and the environment are some of the most important issues we face. Employees who continue to work hard to advance that mission regardless of who is the head of the Executive Branch or what Congress or the courts impose. We stay and do the work that needs to be done.

You pay lip service to improving employee morale damaged by outside influences, but in the biggest, most crushing way, you are now trying to strip away both our ability to have a voice in our working conditions and our capacity to protect ourselves and our jobs from personal or politically-motivated damage. And this time it's from our own folks. Why? Do you not want to attract and retain good employees? Do you not want employees to participate in the development of workplace standards? This not who EPA is!

How would you feel if you were the one who needed to fight unfair and/or illegal workplace events harming you, yet no union representatives help you because they had no available time, or you couldn't find out who they were because of the restrictions on any forms of communication in EPA physical or electronic workspace? That's what would happen under the draft directive. Do you want to add to area commuting traffic, increase Agency costs to subsidize transit expenses, worsen pollution, and take away supervisor discretion to provide a small amount of flexibility in return for high-quality work from high-performing employees? That's what would happen under the draft directive. Is it worth it to strip parents from one or two more precious hours of the week they could be spending with their kids and volunteer soccer coaching, instead making them spend that time sitting on the train or bus, when their

supervisor has no need for them to be in the office? That's what would happen under the draft directive.

Furthermore, I'd like to rescind my answers to the Employee Viewpoint Survey that indicate that EPA is a good place to work and I'd recommend it, and that managers are supportive of work-life balance. Neither of those are true if this moves forward. While I've been fortunate to have decent and ethical supervisors during my time at EPA, not all are, and I fear the day I could be targeted by one or become afraid to share my true views in a meeting, lest I be admonished and someone decides to push me out. The people of the United States deserve to know the agencies implementing our laws are largely free of employee fear of undue political threats. EPA employees deserve to not have unilateral working conditions imposed, especially regarding things that are supposed to be part of union agreements.

I do believe, deep down, many of the supervisors and managers at EPA want to support their employees and provide a safe work environment. I do not understand this attack on employees, and I believe the majority of supervisors and managers at EPA do not support the draft document. Please do the right thing. Do NOT issue this.

Sincerely,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Stop the Unilateral Contract Imposed on AFGE

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** <@epa.gov>  
**Date:** July 5, 2019 at 7:18:19 AM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Stop the Unilateral Contract Imposed on AFGE

Dear Ms. Vizian:

I am an EPA employee with 38 years of federal service. I believe in our mission and I work hard to do my part in supporting our agency's mission. I started working at EPA as a Stay-In-School at the age of 16. I can remember coming home telling my mother what we should or should not do just based on what I was learning as an EPA employee. Now I work in a capacity that I can educate AFGE employees and that position is being threaten by the same Agency which I respected for so many years.

I do believe that the Agency is sending its employees a bad message with the unilateral contract being forced on AFGE. What did we do so wrong that the Agency now tells us that dedicated employee rights are no longer important. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I have worked with your team in LER and one of my purposes is making sure that employees can come to work in a productive and safe environment. Why wouldn't the Agency want the same thing? I work to improve communication between management and their staff. You wouldn't believe how many employees come to me not to file an EEO case or a grievance but to know what can they do to make their work environment better. If this directive goes forth there is no place for employees to come just for guidance and someone to talk to.

I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency but these were external attacks. I cannot believe that our leaders think so little of us that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. These actions can have no aim other than to instill fear, force us into submission and crush our spirit! We are human beings but are being treated like mere subjects.

Ms. Vizian we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

**Personal Security Detail / Ex. 6**

## Personal Security Detail / Ex. 6

CONFIDENTIALITY: This communication may contain privileged or other confidential information. If you are not the intended addressee, or believe you have received this communication in error, you may neither copy, disseminate, nor distribute it to anyone else or use it in any unauthorized manner; to do so is strictly prohibited and may be unlawful. If you receive this email by mistake, please advise the sender immediately by using the reply facility in your mail software and delete it from your computer. "Information in this message may be subject to the Privacy Act (5 USC 552a) and should be treated accordingly."

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Questions on proposed AFGE bargaining agreement

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 3, 2019 at 1:38:42 PM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Questions on proposed AFGE bargaining agreement

Dear Ms. Vizian,

I am an EPA employee with 21 years of federal service. I chose to work at EPA because I support our Agency's mission. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us.

EPA and its employees have gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our Agency, but these were external attacks. I cannot believe that our leaders think so little of us, the working heart and soul of the Agency, that they have chosen to slap us in the face with a draconian bargaining agreement that virtually eliminates telework, threatens our careers, and kneecaps our union representatives. In fact, such actions appear to be a way to circumvent court ruling on some of President Trump's Executive Actions regarding the federal workforce. Does the Agency no longer recognize the authority of the judicial branch and instead choses to do whatever to satisfy the President's whims?

What have Agency staff, such as myself, done to have our rights trampled and disregarded? Ms. Vizian, we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: request re: AFGE Bargaining Agreement

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 5, 2019 at 8:31:53 AM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** request re: AFGE Bargaining Agreement

Dear Ms. Vizian,

I am writing to ask for your intervention on behalf of myself and other EPA employees to rescind the bargaining agreement that is going to be put into place this Monday, July 8<sup>th</sup>. It is not an "agreement" when both parties (AFGE and EPA leadership) did not negotiate and agree to these terms. To call it such is wrong. Because you have authority over the Labor and Employee Relations Division, I hope that you will intervene to rescind this agreement. It is disrespectful to EPA employees that work so hard to carry out EPA's mission. I have worked at EPA for over 30 years and have never seen something like this happen before. The policies set forth in this Agreement move the Agency backward, in the wrong direction while the rest of the U.S. workforce is moving in the opposite direction with their policies (e.g., telework). The actions that this Agreement take are counterproductive to increasing productivity, morale, and retention of highly qualified employees at the EPA. Thank you for your consideration!

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Fwd: Sharing my concerns....

Begin forwarded message:

**From:** **Personal Security Detail / Ex. 6** @epa.gov>  
**Date:** July 5, 2019 at 9:10:11 AM MDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Subject:** Sharing my concerns....

Dear Ms. Vizian,

I have been an EPA employee for 3.5 years now. Prior to that, I was a Peace Corps volunteer and then I worked at Peace Corps Headquarters for 3.5 years. Working to improve the environment and public health is something I am passionate about. I work hard to support our mission and I enjoy my work. Something that is important to me, no matter where I work, is flexibility and work life balance.

I am writing to you because I am concerned that my personal work life balance is going to take a big hit if the unilateral AFGE bargaining agreement is imposed, and telework is limited. I commute 3 hours a day. Having the freedom to telework more than 1 day per week gives me back those 3 hours, and allows me more time outside of work hours to take care of personal things. I am a happier and more productive employee when my work life is balanced.

Because you are the leader of the Labor and Employee Relations division, I wanted to share my concerns with you. I know that you are a career staff member that cares about the workforce at EPA. I am hoping that you can advocate for us by intervening to stop/rescind the unilateral bargaining agreement. I would appreciate anything you can do to help.

Best regards,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** FW: Proposed AFGE Document

**From:** Personal Security Detail / Ex. 6  
**Sent:** Wednesday, July 03, 2019 11:51 AM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Subject:** Proposed AFGE Document

Dear Ms. Vizian,

I'm writing to you to share my grave concerns about the AFGE Bargaining Agreement that has been submitted by Mr. Coomber in response to breakdown in discussions over a new AFGE bargaining agreement:

- 1) The document provided by Mr. Coomber is not a bargaining agreement. It is a management policy document that does not take into consideration the concerns of employees. If the AFGE union members have not voted on this document, then it's not a bargaining agreement.
- 2) Addition of the following to the list of exclusions of things that can't be grieved.
  1. Written notice of proposed action;
  2. Letters of counseling/warning/instruction;
  3. Performance progress reviews;
  4. Performance improvement plan;

These are documents that could in fact be the first evidence of the need to grieve. Four years ago I received a downgrade in my annual performance progress review over an activity that didn't have anything to do with me. I was being accused of responsibility for an outcome in my program area despite the fact that the cause of the problem was not within my ability to control at the time it occurred, and I NEVER received notice that it was seen as my performance problem UNTIL the annual review nine months later. I challenged it verbally in the review and demanded that my challenge be included in the copy of the review that went to wherever it is the permanent copies of annual reviews are stored. I didn't push it further because by the time I could have done that I had already accepted another job in another organization, but would have filed a grievance if I had stayed in this office. As I understand this new policy, I would not have had the opportunity to file a grievance on what in my view was an erroneous performance review.

- 3) The requirement that grievances must be filed within 15 calendar days versus the 30-day requirement of the current agreement. This cuts in half the time an employee has for researching whether what has happened to him/her is even grievable and how to initiate the process. I have observed through the years, especially in the case of sexual harassment, that employees often don't understand completely that they are being harassed right away. For example, episodes of sexual harassment often accumulate before there is consciousness about what is happening and the need to do something about the harassing behavior. Since I'm white I can't even speak to how harassment works in the case of racial discrimination, but I suspect that it is even more difficult for an employee on the receiving end of discriminating or harassing behavior. Please note that the language in the current agreement is more comprehensive than the Coomber document "... within thirty (30) days of the date



of the matter, incident or issue out of which the grievance arose or thirty (30) days after the date the grieving party or person should have been aware of the matter, incident or issue.” This language is much clearer and more helpful to an employee who ends up in a situation like this THROUGH NO FAULT OF THEIR OWN.

- 4) Telework one day per week. How does this rigid, prescriptive requirement benefit anyone? Most EPA employees live in large, congested metropolitan areas where traffic and commuting is often a part time job in and of itself. Does EPA management want its highly educated and productive workforce wasting this much valuable time when the full time job is so critical and demands everything they have to perform well? Is reducing the number of telework days an issue of how to monitor performance? In my experience good managers can monitor their employees’ productivity wherever they are. I’ve observed poor managers who can’t monitor the performance of an employee who sits steps away from them in the office every day. With technology on the horizon that takes FitBit technology and uses it to monitor employee performance, geographic location of the worker is becoming irrelevant for most jobs.

- 5) No mention of Child Care Facilities. The current agreement states:

Article 12 Child Care Facilities -- **Section 1:** The Parties agree that child care facilities are beneficial to employees and the Agency.

**Section 2:** Provisions for child care facilities is a matter for local level negotiations subject to applicable law and regulations.

The Coomber document makes no mention or even minimal recognition of the importance of child care for workplace conditions AND it is proven impact on the quality of productivity of employees. Have we gone back in time?

- 6) Eliminating union presence in the workplace. Are the union reps at EPA that hard for management to deal with? Again I can only speak from my experience, but every AFGE union rep and officer that I have met and worked with at EPA has been incredibly helpful. They actually fill in the gaps for employee support that managers don’t have the time or bandwidth to handle, e.g., providing fair process for assigning work space, brown bags on how to write good standards and get the most out of a performance review, arguing for reasonable working conditions, helping employees get credit for their good work, showing us all – employees and managers – how to get along in the workplace. The Coomber document, if established as employee policy, eliminates this valuable resource for employees. We don’t pay attention to the union until we need it because we are all working hard at our jobs. When we need them, we shouldn’t have to go hunting for the help.

Finally, I would like to share that I have worked at EPA since 1981. During my career, so much progress has been made to support the employees who are protecting our country’s environment. The Coomber document erodes much of that progress. Do EPA managers want to have a policy document in place that harkens back to the ‘80s?

Thank you for your consideration of my concerns.

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** FW: AFGE Contract and Telework

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**From:** Personal Security Detail / Ex. 6  
**Sent:** Thursday, July 18, 2019 11:05 AM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Subject:** AFGE Contract and Telework

Dear Mz. Vizian,

I am writing concerning the new AFGE Collective Bargaining Agreement and specifically the provisions regarding teleworking. The provisions regarding teleworking seem overly restrictive, punitive, and discriminatory in my view, and I ask you to take steps to reconsider.

I am a 62 year old GS-14 EPA employee in OLEM/ORCR with 30 years of service. I am a healthy and high performing employee engaged in work that I believe is vital to our country, including work on PFAS issues, hazardous waste combustion, and improving the performance of landfills through better management of liquids addition.

For many years I teleworked one day a week. About a year ago, I started teleworking two days a week because my wife is ill and disabled. That second day of telework makes all the difference for me to continue working, as it enables me to have three extra hours at home during non-work hours to support my wife. With the restriction in the AFGE bargaining agreement, I can no longer telework two days a week, and this will likely lead to my retirement from the EPA in the next several months.

My understanding is that you are in a position of authority to influence workplace practices associated with the AFGE bargaining agreement. I ask you to please reconsider the onerous provisions of this bargaining agreement and take steps to allow for continued flexibility in our workplace..

If there is anything you can do to help me in my particular circumstance, I would appreciate it. I would like to keep working at the EPA because I think I have great experience and skills to offer for several more years. However, without the flexibility to telework two days a week, I think it is doubtful that I will continue for very long.

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** FW: New AFGE Bargaining Agreement

**From:** **Personal Security Detail / Ex. 6**

**Sent:** Wednesday, July 03, 2019 11:01 AM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Subject:** New AFGE Bargaining Agreement

Dear Ms. Vizian,

I am an EPA employee with 10 years of federal service. I believe in the Agency's mission and work hard to do my part in supporting that mission. I came to EPA because I wanted to give back to my country and to do my part in protecting human health and the environment.

I am writing to you because you who have authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral bargaining agreement that may been imposed upon employees who are represented by AFGE. EPA employees have watched our workforce be reduced and have endured furloughs, shutdowns, and pay and hiring freezes. With the new bargaining agreement, the threat of reduced telework and easier means to terminate employees has many staff very concerned.

Reducing our ability to telework will certainly impact my family. Telework is an extraordinary privilege, and I make a conscious effort to not over-use it. However, telework does allow my wife and I to maximize her work hours and sufficiently cover childcare for our two children (our kids are 10 and 7 years old). By reducing the telework, we are looking at the very real possibility that my wife will not be able to work as much (she is an hourly employee, not salary) and we may have to begin paying more for childcare. Both of those prospects will have a very detrimental impact on my family's monthly budget. NTEU staff have not had their ability to telework restricted, and it stands to reason that AFGE staff should not be any different.

I have always been proud to work for the EPA, and I have always considered it to be a great place to work. But this new bargaining agreement seems both unfair and sudden. I truly hope the EPA leadership will reconsider this move.

Ms. Vizian, EPA employees deserve to have a negotiated contract, and I reach out to you to stand up for us. Please help bring an end to this new bargaining agreement.

Thank you for your time, and I hope you have a wonderful 4<sup>th</sup> of July.

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** FW: Concern with AFGE Management Directive

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**From:** Personal Security Detail / Ex. 6  
**Sent:** Wednesday, July 03, 2019 11:04 AM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Subject:** Concern with AFGE Management Directive

Dear Ms. Vizian,

I am an EPA employee with 32 years of federal service in our Agency. I believe in our mission and I work hard to do my part in supporting that mission. I came to EPA as an environmental scientist because public service called to me, not for rewards or money. I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon my AFGE colleagues.

I believe in strong union representation that benefits BOTH the worker and the employer. I grew up in a union family as my father, a WWII veteran, was in the International Brotherhood of Electrical Workers (IBEW). An IBEW internship while in college allowed me to work as an apprentice earning enough money to fully pay my college expenses. I thought EPA honored the collective bargaining agreements and would never see a unilateral agreement being forced on its workers. Although I am in NTEU I stand in support of my AFGE colleagues.

EPA and its employees have gone years without a real pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our agency - but these were external attacks. But when those attacks come from within the agency it is more difficult to accept. This unilateral agreement virtually eliminates telework, threatens our careers, and severely restricts our union representatives who have been there to hold both their union members, and wayward management, accountable.

We are all human beings that will go the extra mile for our jobs and the mission of EPA. Ms. Vizian, we all deserve better and I am reaching out to you to stand up for us. Please have EPA come back to the bargaining table. Thank you for your time and consideration.

**Personal Security Detail / Ex. 6**

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## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** FW: Collective Bargaining Agreement

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**From:** **Personal Security Detail / Ex. 6**  
**Sent:** Wednesday, July 03, 2019 12:00 PM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Subject:** Collective Bargaining Agreement

Dear Ms. Vizian,

I know you are getting a lot of form letters concerning the Agreement with AFGE employees. They have put out a call to contact you. I am writing not to harass, but hopefully to communicate. .

One change that very immediately would impact me is the loss of a telework day each week. I have been successfully doing two days per week for some time now. While I'm sure you will receive a lot of notes concerning the cost savings to EPA, the increased productivity, and reduced environmental footprint of telework, I'd like to raise another issue with rescinding this flexibility.

Most of us doing this have also restructured our home and family life around this flexibility. For example, when teleworking, I can not only be done with work by 4:00 but be home by 4:00. This opened doors for my family for more selections of evening activities, summer camps, tutoring, etc... In short, we have put that extra time to use. If the flexibility is rescinded, particularly with very short notice, it leaves me in a situation where I cannot react quickly in response. At this point, it is too late in the summer to find new camps with later dismissal times for children. It will take time to find new swim teams, piano teachers, etc... that will accommodate a later schedule, if any such exist. *As I write this, the date is July 3<sup>rd</sup>. There are indications this would take effect as early as July 8<sup>th</sup>. We simply have no way of adjusting to this so quickly.*

I know you are hearing from many on the hardships of these changes. Please also be aware that for some of us, it might be more than a hardship. *It might be impossible to comply with if there is not adequate time to readjust our family's schedules.*

Thank you for listening,

**Personal Security Detail / Ex. 6**

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** FW: AFGE Collective Bargaining Agreement

**From:** **Personal Security Detail / Ex. 6**

**Sent:** Wednesday, July 03, 2019 12:02 PM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Cc:** Coomber, Robert <coomber.robert@epa.gov>; James, Nathaniel <james.nathaniel@epa.gov>  
**Subject:** AFGE Collective Bargaining Agreement

Dear Ms. Vizian,

I am an EPA employee with 37 years of federal service, 21 years with EPA. I believe in our mission and I work hard to do my part in supporting our agency's mission. I came to EPA because I wanted to make a difference and provide a healthy environment for future generations.

I am writing to you because you are the leader that has authority over the Labor and Employee Relations Division. I am hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. I do not believe this agreement is in the best interest of the workforce of the agency and fosters a work environment of low morale which will lead to low productivity. This agreement instills fear, forces employees into submission and crushes our spirit of service to the American public. I am shocked that our leaders think so little of us that they are forcing us to comply with a draconian bargaining agreement that has not been bargained and is not an agreement.

Under the current AFGE agreement, I telework 2 days a week and am on a Compressed Work Schedule. This flexibility allows me a healthy work/life balance where I can manage my health and family obligations. It affords me to save 2 hours each way of commuting daily, 2 days a week, saving me 8 hours a week sitting in traffic. It also saves me daily parking fees on days I am compressed and telework days. By implementing the new bargaining agreement, it will almost double my parking fees, force me to spend approximately 16 hours a week sitting in traffic which is time away from family or doing what I need to do to maintain my health. 16 hours a week sitting in a car – 2 full work days a week spent on just commuting. Aren't we the EPA? Shouldn't we work towards getting cars off the road? I live in a rural area where public transportation is not available.

What have we done to deserve such disdain from our leaders? We are human beings but are being treated like mere subjects. Ms. Vizian, we deserve better and I reach out to you to stand up for us. Please bring an end to these heartless attacks.

Thank you,

**Personal Security Detail / Ex. 6**

July 3, 2019

Dear Donna,

We are EPA employees of OMS' Office of Environmental Information with varying years of federal service. We believe in EPA's mission and we work hard to support our agency's mission. We are writing to request your support and assistance to stop the anticipated action by EPA's Labor and Employee Relations Division (LER) to issue a new AFGE Bargaining Unit agreement. We are hopeful that you will intervene on the behalf of EPA employees and stop the unilateral anti-employee bargaining agreement that may potentially be imposed upon us.

EPA employees have gone years without pay increases, watched our workforce be reduced to an all-time low, witnessed extreme budget cuts, endured series of scandals that have brought shame to our Agency. We cannot believe that our career senior leaders think so little of us that they have chosen to put a bargaining agreement in place that will virtually eliminate workforce protections and conditions (i.e., negotiated grievance process, performance and discipline, merit promotions, work schedules and telework), threatens our careers and diminishes our union representation. These actions can have no aim other than to demoralize an already disheartened workforce community. Historically, EPA was considered a great place to work, but in recent years this reputation has steadily declined. If this new agreement is enacted the agency will be on a path that will only further degrade EPA's reputation and the ability to fulfill the mission.

Donna, we deserve better and we implore you to stand up for EPA employees. Please lead EPA toward finding a solution and resolving these issues with the union. We believe they will come to the table ready to negotiate a new agreement that will be fair and satisfy all the parties involved.

Sincerely,

**Personal Security Detail / Ex. 6**



# Personal Security Detail / Ex. 6
